UNITED
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Secretariat

ST/IC/1996/25
11 April 1996

INFORMATION CIRCULAR

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: 1995 FIELD SERVICE PROMOTIONS

1. The Secretary-General, having considered the recommendations of the 1995 Field Service Promotion Review Panel, has approved the following promotions for staff members in the Field Service category to the FS-7, FS-6, FS-5, FS-4 and FS-3 levels:

To FS-7

Olivia KOUKOPOULOS
Andrew WATT

To FS-6

James CRAIG
Mary DELLAR

To FS-5

Marylina MABIDA
Lewin RICHARDS

To FS-4

Alan DOYLE
Rudolfus ELFERINK
Haroutune KARAIAN
Michael KIRWAN
Eroni MATALAU
Richard MCKERVEY
Paul MEDHURST
Detlef STOPPOCK
Joseph TEYE
Nigel WILSON

To FS-3

Jukka JUVONEN
Bernard KALAMA
Carsten OLSEN
Kurt SCHOBER
Paramjeet WALIA

96-09050 (E) 160496 180496

Recourse procedure

2. Staff members are reminded of the criteria for promotion, which include: (a) performance; (b) record of mobility; (c) academic training and professional qualifications and achievements; (d) linguistic proficiency; (e) supervisory abilities and leadership capabilities, as applicable; (f) guidelines and measures to improve the status of women; and (g) seniority in grade and experience. It should be noted that promotion necessarily depends not only upon a staff member's intrinsic merit and seniority but upon a comparison of his or her overall qualities with those of his or her colleagues in a situation limited by the availability of posts. Although the reviewing authorities make every effort to ensure that a staff member's case for promotion has received full consideration, it is conceivable that the data presented in his or her case may have been incomplete in some significant respect. For this reason, the recourse procedure described below has been established to ensure full and fair consideration of all eligible staff members.

3. If a staff member believes that his or her name has been omitted because of incomplete information placed before or available to the Review Panel, he or she may write to the Chairperson of the Panel, giving grounds for his or her belief. Such recourse letters (in 10 copies) must be submitted WITHIN ONE MONTH of the publication date of the present circular and should be addressed to the Chairperson of the 1995 Field Service Promotion Review Panel, through the Secretary of the Panel, room S-2545B.

4. Relevant information brought to the attention of a reviewing body by a staff member will be examined with a view to determining whether, had it been known at the time of the initial review, it would have warranted the inclusion of his or her name in the list. Staff members are also advised that letters of recourse will be included in their official status files once the review has been completed.

5. The appointment and promotion bodies will decide what further recommendation, if any, they should make to the Secretary-General.